



POLICE DEPARTMENT

Public Safety



CLEMSON UNIVERSITY POLICE DEPARTMENT 2020 ANNUAL REPORT

Our Path Forward

experience:SAFETY

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CORE VALUES

To Enhance Safety, Reduce Risk, and Prevent Harm from Affecting the Clemson University Community

An Organization Setting the Standard of Excellence in Law Enforcement through Integrity, Compassion, Service Before Self, and Honor Above All

Collaborate with University partners to create a safe and secure campus through education, community service, and strategic enforcement.

Utilize innovative technology, specialized training, community policing strategies, and strong partnerships to enhance the University living and learning environment.

Create an environment that champions the success and well-being of our students, faculty, staff, and visitors through professionalism and a commitment to service.

Foster a climate of trust and respect through a commitment to diversity, equity, and procedural justice principles.

Honor:

Integrity:

Courage:

Inclusion:

Respect:

We serve with honor through our actions, conduct, and job performance; performed with integrity, even at personal cost, we constantly strive towards ever-rising standards.

We do the right thing even in the most challenging situations. We hold ourselves and others accountable to be honest, trustworthy, responsible, and ethical.

We are courageous not just physically in the face of struggle or danger, but also morally in our ability to make the right choice even when the decision is unpopular or when others cannot or will not act.

We believe in the inherent worth and dignity of all people. We commit to creating authentic relationships and aspire to recognize, understand, and value all aspects of our diverse community.

We value all citizens, each other, and different points of view, regardless of race, gender, appearance, individual beliefs, or lifestyles.

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MESSAGE FROM THE CHIEF

I am pleased to present the Clemson University Police Department's (CUPD) 2020 Annual Report. This publication features information about our agency and provides a summarized report of accomplishments and statistics for the year. I am especially proud of the achievements this year because they occurred while the Department faced an unprecedented public health emergency that impacted all facets of our operation. This year challenged us like never before. When COVID-19 impacted the University beginning in March 2020, CUPD responded in a deliberate and intentional manner. Proactive steps were implemented to safeguard our staff and ensure that students, staff, and faculty, and facilities stayed safe. We adjusted shift coverage to prevent outbreaks and increased our patrol coverage area to include Clemson facilities located off main campus. Throughout the outbreak, CUPD officers provided safety and security services during special events, protests, and demonstrations. In each situation, they distinguished themselves and maintained their commitment to our purpose of enhancing safety, reducing risk, and preventing harm. While COVID-19 required adjustments and flexibility, it did not deter CUPD from our search for excellence. Throughout the year, substantial efforts toward achieving national accreditation occurred. In December 2020, CUPD completed our initial on-site assessment and recommended for CALEA accreditation. This was a significant accomplishment since just over 5 percent of all law enforcement agencies in the United States are currently nationally accredited. This designation demonstrates our commitment to excellence and desire to be a continuous learning organization. The department expanded our commitment to training,



Gregory Mullen
Associate VP for Safety/Chief of Police

accountability, and transparency. We launched our inaugural Leadership Series with a cohort of 15 individuals. This 8-month series focuses on all aspects of leadership and incorporates both theory and practical applications. Each participant is assigned a mentor to work with them during the series. We are confident that this effort will enhance the knowledge and skills of current leaders and develop those who will lead the organization into the future. Our focus on bystander intervention, mental health response, and strong strategic relationships grew in many important ways. The partnerships with the Georgetown Law Center, National Alliance on Mental Illness, and National Police Foundation allowed us to grow our staff in important areas through nationally recognized programs. We added three certified trainers in Active Bystandership for Law Enforcement when we were selected to participate in the Georgetown Law ABLE Project. Through a regional partnership with NAMI we certify over 75% of our officers in Crisis Intervention Training

as we closed in on our goal of 100%. We certified instructors and implemented Mental Health First Aid training. Our efforts included training officers from our regional partnerships to expand this critical knowledge throughout the Upstate. Finally, with the assistance of the National Police Foundation's CompStat 360 initiative, we developed and launched five dashboards that provide our community with information about crime, traffic enforcement, training, internal investigations, and policies (<https://bit.ly/CUPD-Dashboards>). Each of these dashboards serve to increase transparency by providing our community direct access to important information. This provides the opportunity for the department to co-create an understanding of what successful policing means. Our technology vision materialized in many specific ways during 2020. We deployed 71 new safety and security cameras and completed 169 life cycle replacements. This, along with additional staffing in the Physical Security Operation Center, enhances our ability to engage in proactive crime prevention, provides real-time information to responding officers, and increases our evidentiary collection process to assist in investigations and prosecutions. We successfully completed a planning project to implement Phase II of this initiative. This multi-year plan will guide our funding request to continue our expansion project into FY22 and beyond. Additionally, due to the increases in staffing, new functionality of the Genetec system was implemented to integrate access control and the video management system to leverage system capacity relating to perimeter security and motion activation, which provides immediate efficiencies and impact.

While crime and roadway safety were primary goals for 2020, the impacts of COVID-19 caused unusually

lower levels of activity due to students, staff, and faculty primarily operating in a remote environment. However, officers still maintained a level of activity that limited negative impacts to staff who remained on campus and to our closed campus facilities. Additionally, attention to strategic locations where collisions and DUI drivers were identified through data collection allowed officers to focus their efforts and impact roadway safety around Clemson's campus. As we return to normal operations in 2021, CompStat360 data collection and analysis is helping us to prioritize our energy in areas of anticipated concern. The Clemson University Police Department is committed to excellence. Our shared purpose of enhancing safety, reducing risk, and preventing harm continues to drive our daily operations. We believe that each staff member can "Be the One" that makes a difference. We are motivated to stay on the leading edge of our profession and build strong, trusting relationships between our staff and community. We are committed to balancing the all-important values of Public Safety and Individual Rights as we work daily to create a campus-wide environment that supports learning, personal and professional growth, and hope. With these values leading us, we are positioned to accomplish great things in our quest to keep Clemson a safe and secure campus for everyone who lives, learns, and visits. I am confident that our agency will continue to provide the Clemson community with the professional, dedicated, and honorable policing service that they deserve and expect.

GREGORY MULLEN

Gregory G. Mullen
AVP for Public Safety | Chief of Police

DEPARTMENTAL HIGHLIGHTS

NO SHAVE NOVEMBER

In November of each year, CUPD participates in a “No Shave November” Fundraiser to raise money for a local non-profit making a significant positive impact in the Community. This year we chose Ripple of One, an organization who says their “heartbeat is simple – we empower families to move beyond public assistance and into their full God-given potential”. Our officers adhere to strict guidelines to meet our professional appearance standards, and yet they can go a month without daily shaving as they raise money for a very worthy cause. This year as a Department we raised over \$300, and several of our staff made material contributions to their local resale store. The participants are always excited for this time of the year and for this fundraiser, and the local non-profits appreciate every dollar right before the holidays. It’s a win/win project and we are humbled to be a part of a department that supports the community.

EMPLOYEE RECOGNITION

CUPD recognized two employees in 2020 who consistently go above and beyond in their daily work, always aiming to meet our mission to enhance safety, reduce risk and prevent harm from affecting the Clemson University community. In addition, these two individuals were recognized for being team players, for being a positive energy to others, and for their consistent growth as leaders and colleagues. We recognized Officer Tyler Brown as Pickens County Officer of the Year, and Telecommunications Officer Brady Land as CUPD’s Employee of the Year. Congratulations to you both and thank you for your service to the community and your department!

OPERATIONS BUREAU

The Clemson University Police Department Operations Bureau consists of the Patrol and Special Operations Divisions (SRT). The Operations Bureau is staffed by 31 sworn personnel and provides 24-hour delivery of police services throughout the campus. Uniformed patrol and special operations officers are responsible for the primary response to calls for service along with traffic enforcement, security assessments, and directed patrols based on data collection and problem-identification. As the entire department is dedicated to a community policing philosophy that strives to create new partnerships in order to solve the unique problems within our campus environment, patrol officers are the heart of our Common Operating Procedure (COP) efforts and are expected to engage community members through conversation and prevention programming. Patrol and SRT members work daily to develop community rapport with students, faculty, and staff to increase awareness and a positive exchange of information.

SPECIAL RESPONSE TEAM

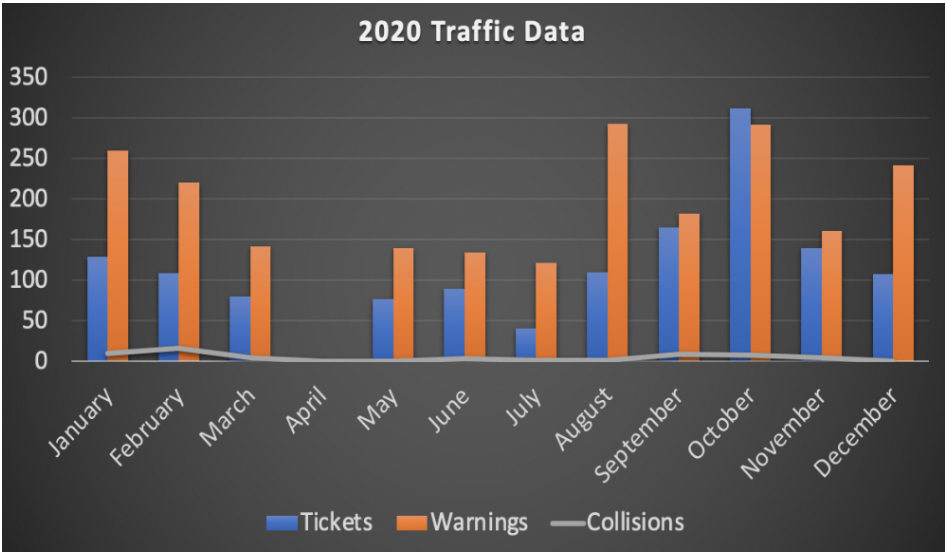
CUPD’s Special Response Team consists of specially trained officers and Explosive Ordinance Detection (EOD) K-9 teams. Throughout the year, SRT developed and executed directed patrol operations based on data analysis, crime patterns, and collision reports. Additionally, SRT conducted ten security assessments across campus to identify vulnerable and enhanced security procedures and practices. This process will continue in 2021 with an increased goal of 20 assessments. To support their efforts to enhance security, SRT implemented a security audit initiative during 2020. This process involves random security audits on facilities throughout the Clemson campus. During the audits, officers utilize Crime Prevention through Environment Design techniques to identify possible improvements relating to lighting, tree canopies, and access control practices. They also review for behaviors that increase risk such as leaving entrance doors open and not securing property. The findings are documents for Building Security Coordinators so practices can be strengthened. In 2020, SRT added a second EOD K-9 team. K-9 Woodrow and handler began the certification process in EOD detection and article searches in June and graduated from the program in July of 2020. K-9 (Luna) and her handler recertified in EOD and Tracking in early 2020. In 2020, the two K-9 handlers and their partners participated in several mutual aid request, conducted a total of thirty-five pre-event sweeps, and conducted several canine demonstrations to the community.

TRAFFIC DATA AND ENFORCEMENT

Beginning in January 2020, commanders of the Operations Bureau utilized data presented in the 2019 Operations Bureau Annual Report to determine that targeted traffic enforcement was needed in various areas around campus due to the frequency of traffic collisions in those areas (50 total collisions in the 2019 calendar year). Data indicated that Tuesdays and Thursdays between 0700 and 1700 hours were the most likely times for collisions with speed being the highest contributing factor. Key tasks for officers assigned to the targeted enforcement activities were to increase officer presence, enforce applicable state laws, have high visibility patrols to influence driving behaviors, educate community members on safe driving habits, and mitigate the likelihood of speed related vehicle collisions.

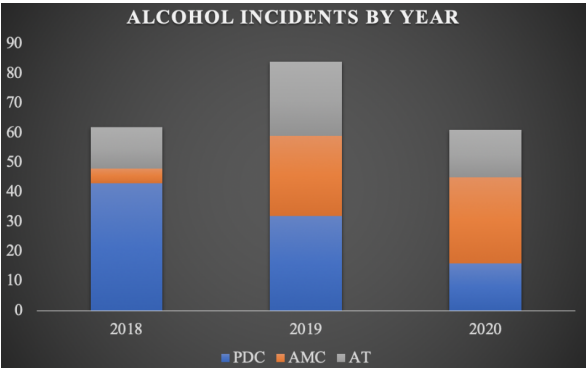
ALCOHOL RELATED INCIDENTS

The graph below provides enforcement outcomes based on targeted efforts resulting from the data collection and analysis conducted throughout 2020. While 2020 was an anomaly year, utilizing the data combined with location, day, and time indicators, commanders were able to deploy resources to maximize results.

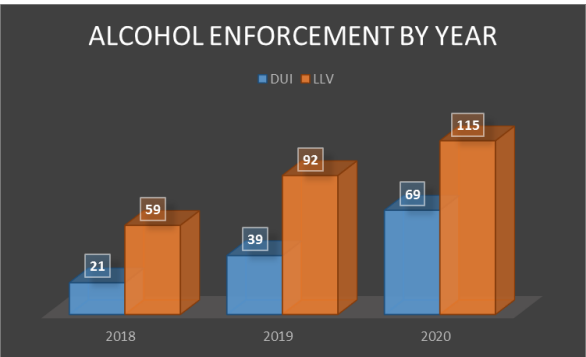


With the development of the CUPD Traffic Data Dashboard that occurred in the second half of 2020, Operations commanders can more accurately gather and analyze causal and demographic data related to traffic enforcement moving into 2021.

The graph to the right provides a visual representation of Public Disorderly Conduct arrests (PDC), Alcohol-Related Medical Calls (AMC) and Alcohol Transports (AT) that occurred during 2020 compared to 2019 and 2018. Public Disorderly Conduct charges result after an officer contacts an individual who is grossly intoxicated. Alcohol-Related Medical Calls are calls that require an EMS response for evaluation but do not result in transport to a medical facility. Alcohol Transports are calls that require transport to a local hospital for further evaluation after EMS personnel have screened an intoxicated person.



The graph below depicts the number of criminal citations issued, or alcohol enforcement, for Driving Under the Influence (DUI) and Liquor Law Violations (LLV) for 2020 in comparison to 2019 and 2018. Liquor Law Violations include Possession of Beer or Liquor Under Age 21, Open Container, and False Representation of Age charges.



Officers had a marked reduction in calls for service, traffic direction and management, community events, and other duties that in turn allowed for more focused enforcement to target high risk behaviors associated with impaired driving and underage drinking. These efforts were important because it appeared to be a direct correlation between increased alcohol enforcement and decreases in the frequency of Alcohol Incidents. Utilizing the data above, the goal of reducing unsafe alcohol consumption by 10% was identified as a priority for the 2021 calendar year. This will be done through data compilation and analysis for the purpose of deploying resources to target specific areas, educational efforts in collaboration with community partners, and the creation of a campus-wide Alcohol Safety Workgroup to be chaired by the Operations Bureau Commander.

CRIME REPORT

The year 2020 saw a considerable reduction in all crimes due to COVID-19 protocols and limited campus population from March until August. It should also be noted that while students returned to campus in August, many employees continued to work from home.

CRIME RATE

Overall reported crime rates from 2019 to 2020 remained stable with a decline in larcenies for 2020. The 25% reduction in larcenies is largely attributed to the decrease in on-campus population for most of 2020 due to COVID-19 impacts. The highest victimization crime category is property crime.

Crime Report - 2018-2020			
	2018	2019	2020
Murder	0	0	0
Rape	6	7	2
Robbery	1	0	0
Aggravated Assault	9	0	0
Burglary	10	7	7
Larceny	113	104	57
Motor Vehicle Theft	31	53	18
Arson	2	0	0

COMPSTAT 360

CUPD is committed to enhancing security, reducing risk, and preventing harm. To accomplish these important outcomes, the department is creating processes that utilize data gathered from a myriad of sources and community engagement and outreach to assist with resource deployment and problem-solving.

To assist the department with further refinement of this process and develop a model that will create a collaborative approach to problem-solving and public safety enhancements, CUPD is working with experts in the field to implement a new, innovative community policing model that will assist its efforts in making decisions that reflect community values and public safety priorities.

CUPD is teaming with outside partners to better inform collaborative public safety decision-making. This effort involves working with policing experts from the National Police Foundation and the Vera Institute of Justice to implement CompStat360.

CompStat360 is a new, innovative model that provides police with a more complete picture of public safety priorities and enables departments to make strategic decisions based on community needs and priorities. It centers on three key components:

- Prevent, interrupt, and solve crime
- Integrate community and governmental partners
- Maximize organizational effectiveness

Clemson is the first university law enforcement agency to partner with the National Police Foundation and Vera Institute to explore the implementation of CompStat360 at an institution of higher education. This work is conducted with funding from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance, and the MacArthur Foundation.

COLLABORATION AND COMMUNITY PARTNERSHIPS

In January 2020, CUPD, in conjunction with the City of Clemson Police Department, developed operational plans for the National Championship Viewing Party to take place in the City of Clemson. This was a strong, collaborative mutual-aid effort that deployed CUPD's EOD K-9s and handlers for preventative sweeps as well as required assignment of many CUPD officers and command staff members.

In February of 2020, officers had the opportunity to engage with the community on calls for service and enforcement initiatives. Officers assisted with the Clemson University Career Fair to provide information and aid in recruiting efforts for CUPD.

Throughout 2020, CUPD worked in collaboration with the National Police Foundation to create several external facing dashboards that provide increased transparency to the community. The five dashboards are currently available on CUPD's website and provides key information about the agency's operations including: policies, crime, roadway safety efforts, professional development and training, and internal affairs investigations.

CUPD continued its partnership with the Clemson Life Program. The department hosted two interns, conducted ride-alongs, and provided educational opportunities in the areas of evidence collection, fingerprinting, and K9 demonstrations.

Officers continued the 14th consecutive year of the CUPD & Residential Living Liaison Program with 9 officers assigned to 11 specific residential areas for CUPD and ResLife staff to continue their collective work to enhance community building and public safety efforts. These efforts were instrumental in making the residential spaces on campus safe, enjoyable spaces for students to live, learn, and play.

During the month of June, the department participated in the development of Incident Action Plans (IAP's) and operational planning for three peaceful demonstrations that took place on the Clemson University campus. The emphasis during all three operational periods was to create an environment that allowed for safe assembly, the exercise of freedom of speech, enhancing safety of the public and first responders, and obtaining effective and efficient traffic and crowd management. These events were successful and were executed without incident or injury to participants or responders.

CUPD led a multi-disciplinary team of campus partners to complete the Annual Security and Fire Safety Report to meet Clery Act compliance. This project requires the collaboration with multiple campus partners to ensure that all policy statements are accurate and relevant as well as to gather data surrounding crime statistics, institutional procedures, and educational efforts to improve campus safety. The U.S. Department of Education extended the deadline for universities and colleges to release their Annual Security Reports to Dec. 31, 2020 due to the challenges of the COVID-19 pandemic. Typically, October 1 is the deadline for such reports to be released to the public; however, our agency was well prepared to submit the report in October.

PROFESSIONAL STANDARDS

The Professional Standards Office is responsible for ensuring that the Clemson University Police Department is operating within the boundaries and established guidelines of public trust and confidence. The Department is committed to providing the highest standards of integrity and our administrative investigative process plays an integral role in building and maintaining that public trust.

The Professional Standards Office primary function includes the investigation, management, and review of complaints and allegations of misconduct against department personnel, both professional staff and sworn. The Police Department's image and reputation depend on the personal integrity and discipline of all departmental employees. To a large degree, the public image of the department is determined by a professional response to allegations of misconduct against its employees.

The Professional Standards Office also manages the review and analysis of all "Response to Resistance / Aggression" employee-involved vehicle collisions, and the reporting of all vehicle pursuits. During the review, data is assessed to identify any patterns or trends that may raise concern or can be addressed through additional training.

Lastly, the Professional Standards Office manages the Commission on Accreditation for Law Enforcement Agencies (CALEA) process. During the last quarter of 2020, CUPD completed one of the final stages of the initial accreditation process. CUPD was assessed by two outside CALEA assessors virtually based upon nearly 200 standards of compliance. Upon completion of the assessment, CALEA assessors submitted a recommendation to the full CALEA Commission in favor of awarding CUPD its initial accreditation. The final review in front of the full commission will take place in March of 2021.

INTERNAL INVESTIGATIONS

Throughout the calendar year of 2020, the Professional Standards Office documented, managed, or handled 5 investigations. This is a decrease of 37.5% from 2019, during which the Professional Standards Office managed 8 investigations. This decrease can be attributed to the increased accountability on the part of supervisors. When issues are identified, they are swiftly addressed, and the appropriate correction action taken to prevent reoccurrence. Additionally, CUPD is investing significantly in various types of training including leadership and bystander intervention to build a culture where every officer exercising responsibility to stop poor behavior and “Be the One” to make a difference.

There was one investigation in 2020 dealing with fair and impartial policing or discrimination which was unfounded.

The Department conducts training on issues that pertain to fair and impartial policing in accordance with guidelines. Moreover, the in-service training, Fair and Impartial Policing, has been incorporated as a mandatory block of instruction for all officers, regardless of rank. This annual training will continue and be reinforced through the partnership with the Gantt Multi-Cultural Center for quarterly training relating to cultural competencies and equity and inclusion.

An analysis of the Professional Standards Office investigations to determine the existence of patterns or trends, need for policy modification, or additional training did not reveal any specific issues or concerns for 2020. We continue to examine reports and incidents around the country to ensure we provide quality in-service training in areas of focus.

RESPONSE TO RESISTANCE

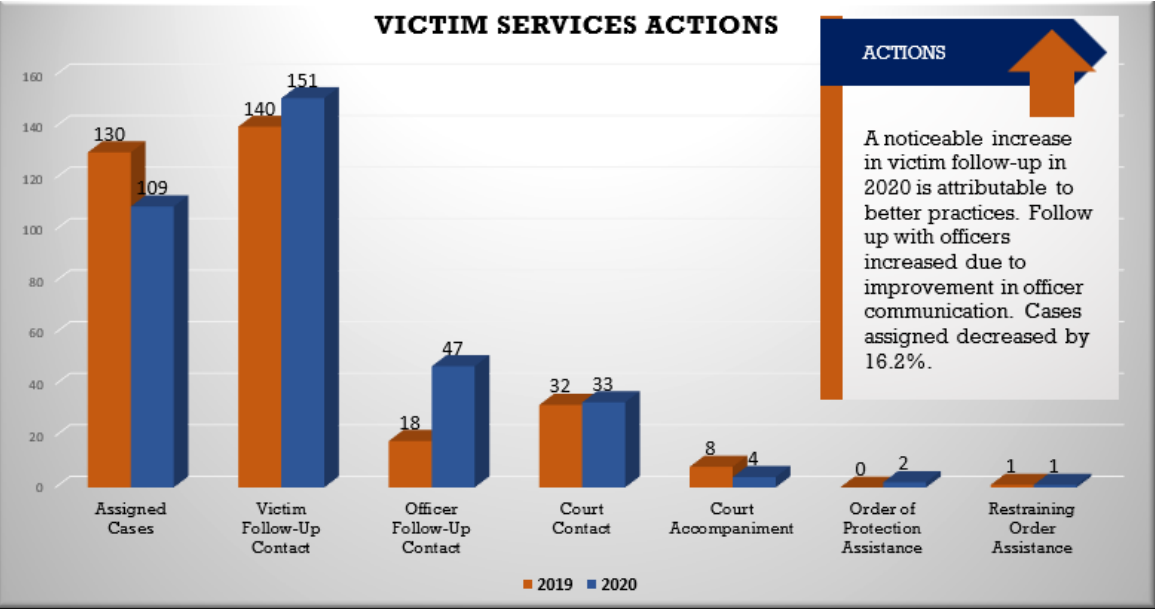
During calendar year 2020, there were zero (0) documented incidents related to response to resistance. There were zero officer or citizen injuries reported in 2020 relating to Response to Resistance incidents.

CRIMINAL INVESTIGATIONS DIVISION

Criminal Investigations Division (CID) saw a 56.4% decrease in cases assigned. This can be attributed to the Coronavirus Pandemic and the drastically reduced the number of faculty, staff, students, and visitors on campus. While cases decreased, detectives took advantage of the time to enhance crime prevention outreach, update policies, and review investigative procedures. They also reestablished working partnerships with surrounding agencies, as well as local advocacy organizations. CID members also continued to expand their knowledge and skills by completing several online courses while the University’s travel band prevented in-person instruction. Additionally, 2020 brought new technology and investigative resources to CID that expanded their capabilities to operate more effectively in the field and access databased for integration with regional partners.

	2019	2020
Cleared by Arrest	17	7
Exceptionally Cleared	11	6
Unfounded	25	8
Active	3	3
Admin. Closed	116	51
Clearance Rate	31%	28%

VICTIM SERVICES



CRIME PREVENTION ACTIVITIES

- During the 2020 timeframe, crime prevention’s focus included:
- Working with Building Security Coordinators to support access control and other CPTED initiatives
 - Partnered with Clemson Community Coalition to identify and respond to community impact issues relating to substance abuse, high risk behaviors, and sexual assaults
 - Worked with the National Police Foundation to implement CompStat 360 process and reporting. This included developing analytical capabilities and preparing monthly assessment reports for command staff members and community partners
 - Partnered with the Title IX Office to implement a campus-wide Climate Survey to gain valuable data relating to safety, sexual assault, harassment, and discrimination
 - Collaborated with student organizations to complete Safety Walks to identify safety gaps in lighting, emergency phones, and parking lots. Information informed planning and installation of new lighting systems and additional safety and security cameras across campus
 - CUPD hosted its inaugural Public Safety Citizens Academy in 2020 with 12 participants. Feedback on this event was positive with recommendations to incorporate more campus wide communities as it relates to Public Safety (e.g. Fire, EMS, Emergency Management). Additional in-person academies are scheduled for 2021.

PROFESSIONAL DEVELOPMENT AND TRAINING

In 2020 CUPD personnel attended a variety of in-person and virtual training courses. These courses ranged from the FBI-LEEDA Leadership Trilogy to skills development for officers, detectives, and professional staff. Some of the more important training accomplished involved Crisis Intervention Team (CIT) certification for 39 officers, Integrated Communication, Assessment, and Tactics (ICAT) which is a nationally recognized de-escalation program, Active Bystandership for Law Enforcement, an evidence-based intervention program, and PEER Support education that will help officers and professional staff deal with critical incidents and daily stressors. CUPD also hosted the Crime Prevention Through Environmental Design course and certified 4 officers. Even with the pandemic, CUPD continued its goal of being a training hub for the Upstate. During 2020, the department hosted 20 classes for CUPD and outside personnel. Even with the COVID-19 impacts, training staff used imagination and creativity to continue its commitment to training and logged more than 7200 personnel training hours during 2020.

GRANTS, RECRUITMENT AND MAJOR INITIATIVES

CUPD was awarded a grant in the amount of \$31,604 from the Department of Public Safety Office of Highway Safety and Justice Programs as part of the Bureau of Justice Assistance Coronavirus Emergency Supplemental Funding Program. With this funding CUPD was able to procure significant supply of PPE related equipment and consumables to support the department's efforts at reducing exposure to COVID-19 and minimizing staffing impacts related to exposures. A major acquisition was an AeroClave decontamination system capable of supporting small space decontamination for the department's patrol fleet and office spaces.

CUPD also received \$39,414.63 from the South Carolina Department of Public Safety body worn camera funding program as a reimbursement for costs incurred in support of the department's body worn camera system. This funding provided much needed financial support during the COVID-19 pandemic.

The South Carolina Department of Public Safety awarded CUPD 15 Axon Fleet in-car camera systems to completely replace legacy systems in operation by the department. This equipment was valued at approximately \$75,000 and allowed CUPD to refit the entire marked patrol fleet with the same camera system the department began transition to in 2019.

Though traditional recruitment initiatives were significantly impacted by event restrictions surround the COVID-19 pandemic, CUPD was able to take part in a Yellow Ribbon event sponsored by the South Carolina National Guard where members of CUPD provided employment information and answered recruitment questions for Guard members returning from deployment. This initiative resulted in several applications to the agency's most recent job announcement to post after the event.

In 2020, the Clemson University Police Department (CUPD) was selected to join the Active Bystandership for Law Enforcement (ABLE) Project, Georgetown University Law Center's national training and support initiative for U.S. law enforcement agencies committed to building a culture of peer intervention that prevents misconduct, avoids police mistakes, and promotes officer health and wellness. CUPD was selected as part of the inaugural group of 24 law enforcement agencies across the United States and Canada to participate in this project.

Clemson University Public Safety launched a complete communications system upgrade project in 2020 that developed a conventional 800Mhz radio network supporting all the CU's Public Safety

entities. The project invested approximately \$675,000 and allowed CUPD to replace 63 portable and mobile radios with new Motorola APX6000 800Mhz devices, significantly enhancing inter-agency communications and expanding incident management capability via multiple new incident and command channels. Additionally, this acquisition provides CUPD the capability to access the State-wide Pal8 network on-demand, providing access to the state trunked system, and mutual aid partners across disciplines.

PHYSICAL SECURITY OPERATIONS CENTER

In 2020 the Physical Security Operations Center (PSOC) became fully operational. Staff members supported all aspects of public safety responses including police and fire. PSOC operators also became active in proactively monitoring University properties for suspicious activity and criminal activity. Throughout 2020, the operators provided valuable real-time information to responders as well as investigative leads that supported investigative activity. They also began active monitoring of historic properties and logging daily property checks.

The PSOC has become an integral part of the overall public safety response system. With the ability to monitor the Safety and Security Camera System, manage access control, and support real-time communication to responders, it serves as a valuable tool on various levels.

In 2020 358 new physical security cameras were added to the campus-wide system totaling 923 new.



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